

# The thursday report

## Concordia University and Digital Equipment: a multi-million dollar partnership

\$2.8 million purchase for the first phase

by Laurie Zack

"That Concordia chose Digital to help build the information technology infrastructure which will lead the University into the 21st century owes more to the philosophical similarities between the two establishments than to any other factors... Concordia is adapting to its customers, rather than trying

### Social Science Centre of Excellence to benefit aging society

Concordia's participation in the national Networks of Centres of Excellence has grown with the announcement of a 15th network, the first in the social sciences. The federal government has pledged \$5 million in support for a centre promoting independence and productivity in an aging society.

A joint announcement by the Ministry of Health and Welfare, the Ministry of State for Science and Technology and the Secretary of State revealed that Concordia would be among the 10 universities and two industrial partners to take part in the network. Tannis Arbuckle-Maag and Dolores Gold, Professors at the Applied Psychology Centre who have been involved in extensive research on aging, are two of 24 researchers on the project.

Gold says that Concordia researchers will examine factors that maintain intellectual functions in the aging as well as language and communication styles.

Last October, the Minister of State for Science and Technology announced Concordia would participate directly in three of the 14 networks and contribute to a fourth. A seven-part series with details of Concordia's involvement ran in *TTR* from February 15 to April 5. —DGV

to force them into a single, inflexible mold. This open distributed approach to creating and delivering knowledge excites us at Digital, as it parallels our own thinking."

The opening remarks of Digital Equipment of Canada Limited President Kenneth Copeland at the April 18th press conference at the Faculty Club set the tone for the signing of a memorandum of understanding for a multi-million dollar purchase of computer equipment for Concordia's Management Information System (MIS) and a long-term partnership to develop the University's computing and communications technology.

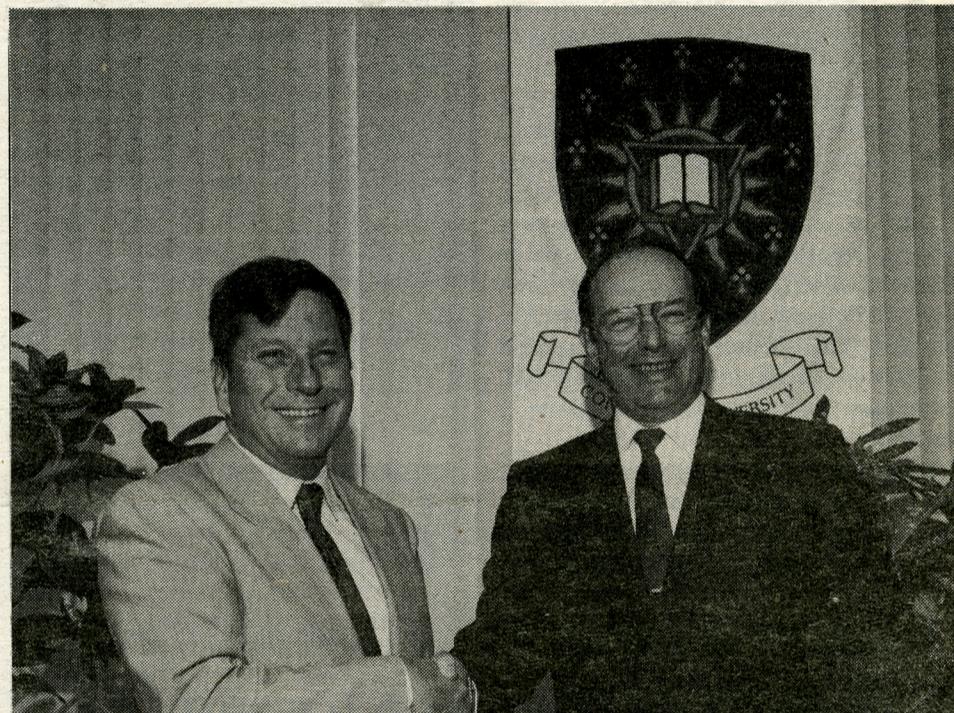
### Comprehensive MIS System

During the next four years Concordia will purchase Digital Equipment of Canada Limited products, including mid-range computers, application software and communications products. The equipment will enable the University to establish an integrated and comprehensive MIS system to better organize its finance, human resource, equipment and space allocation and student information operations. An added benefit will be the availability of additional tools to assist the University in its ongoing planning for the future.

A second phase of the project will include the identification of platforms for the University's new library information system and its alumni databank.

In addition to working together to install the new MIS system, Concordia and Digital Equipment of Canada Limited will collaborate to upgrade the University's central academic computing facilities and to install workstations and peripheral equipment in key locations throughout the University. The University will also participate in Digital's *Canadian Education Initiative Program (CEI)*, which may provide as many as 150 Digital-developed layered software licenses. The *CEI* was introduced by Digital to help Canada's educational institutions give students, faculty, researchers and administrators greater access to the latest technology.

As part of the overall contract, Digital will support selected research projects at Concordia under the *Digital External Research Program*. The goals of this program are to support research in advanced computer technology, or to develop new applications for computers to obtain research results that will be of value to Digital's product engineering or marketing groups. The company's *Research Initiative Program* will offer \$250,000 a year in



Concordia Vice-Rector, Services, **Charles Giguère** (left) and Digital Equipment of Canada President **Kenneth B. Copeland** celebrate the agreement whereby the University will purchase Digital computers to operate its MIS system as well as work with the company over the long term to develop computing and communications technology.

PHOTO: Charles Bélanger

matching equipment grants for researchers purchasing Digital equipment.

Concordia Vice-Rector, Services, Char-

les Giguère and Digital Equipment of Canada Limited President Kenneth B. Copeland signed the agreement.

## Committee announces salary breakdown for 1989-1990

### Job Evaluation Project

Concordia's Job Evaluation Committee has released a breakdown of the non-academic salary increases contained in the April 20, 1990 payroll. Information was also given to TTR about the number of appeals launched concerning the questionnaire review and about the Committee's intention to make public all of the job grades for the approximately 800 non-academic positions at Concordia.

The following article is based on a series of interviews during the past week with a number of the Committee members.

by Ken Whittingham

Last June 1st, the University and CUNASA (Concordia University Non-Academic Staff Association) agreed to a 4% cost-of-living increase. As a result of the Job Evaluation Project and recent negotiations with the CUNASA negotiating team, the balance of the 1989-1990 salary increases will have been paid out by the end of this month. All increases are retroactive to last June.

Of the 800 or so individuals affected by

the Job Evaluation Project, dossiers for 509 people were completed in time for the April 20, 1990 payroll. The dossiers of approximately 300 other employees will be finalized by the end of May. Where applicable, salary adjustments for this group will be issued by the last pay in May.

Of the 509 staff members in the first group, 71% (362 people) received additional increases beyond the 4% awarded last June. The average increase was \$1,858; 147 people received no increase beyond the 4%.

See **JOB EVALUATION** page 8

## Employment Equity ( $xx=xy$ )

### Update on the Federal Contractors Programme

The Office of Employment Equity will be conducting a census of Concordia University employees in September 1990. The purpose of this census is to ask all permanent and full- and part-time employees to complete a questionnaire. The data from the questionnaire will determine and analyze the representation in our workforce of people with disabilities, women, aboriginal peoples and members of visible minorities. The information will be reported only in statistical summary form and will be used only to meet the terms of the programme. In order to compete and bid on federal research grants of over \$200,000, Concordia needs to receive a certificate of compliance review.

Concordia's census is being developed with the help of Employment Equity, Human Resources and representatives from

unions and employee associations. A committee has been struck to undertake the development of the census and promotional material for the Federal Contractors Programme. Kathleen Perry has been named Co-ordinator for the programme. John Hall is acting as liaison from Human Resources.

Many other Canadian universities have already surveyed their communities and copies of their census kits have been obtained so that the committee's work can go quickly. The committee's mandate is to develop a bilingual questionnaire and support materials that will encourage everyone to complete the questionnaire. Watch for further report in the June *Thursday Report*.

For further information contact the Office of Employment Equity, Annex K-120, 8749.

### Layton Awards to be annual: prose & poetry excellence recognized



The second annual Irving Layton Awards for Creative Writing were awarded last month to **Shannon Stewart** (far right) for poetry and **Sara McDonald** (second from left) for prose. The prizes, valued at \$500 each, were presented by **Irving Layton** himself (second from right), who has just completed a year as Writer-in-Residence at Concordia. Also on hand for the presentation was **Henry Beissel** (far left), Co-ordinator of the Creative Writing Program. The awards were created to honour one of Canada's finest poets and to encourage excellence in poetry and prose writing. This is the second year that the awards have been funded by the Dean of Arts and Science. In future, it will be financed by an endowment fund built on tax-deductible contributions and administered by the University.

PHOTO: Wolf Vracar

## CUNASA results

At a sometimes-heated meeting held on Monday (April 30), winners of the CUNASA executive elections were declared. Principle topics of discussion at the meeting were the Job Evaluation Programme and CUNASA as a representative of the University's non-academic employees.

"Our mandate is clear," said newly elected president of CUNASA Walter Wheatley.

Referring to the membership's apparent acceptance of a pro-CSN affiliation execu-

tive slate, he also told members present that they "will have a big year ahead."

Elected were: *President*: Walter Wheatley (146 votes, beating Roslyn Yearwood — 119 votes); *Vice-President*: Ralph Carter (145 votes, beating Wendy Hedrich — 117 votes); *Treasurer*: Robert Kirk (146 votes, beating Pat Freed — 117 votes); *Vice-President Liaison*: Linda Longtin (acclaimed); *Secretary*: Huguette Albert (144 votes, beating Arlene Zimmerman — 113 votes).

Of the eligible membership, 61% cast votes — 268 ballots out of a possible 438.

## Concordia UNIVERSITY



Through its Policy on Employment Equity, Concordia University commits itself to eliminate discriminatory barriers that interfere unreasonably with employment options, and to provide access to the fullest opportunity to exercise individual potential. To achieve that goal, special emphasis will be placed on correcting any disadvantage in employment experienced by women, persons with disabilities, aboriginal peoples, or persons who are, because of their race or colour, in a visible minority in Canada.

In pursuit of this goal the University will:

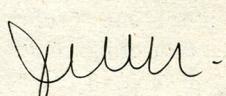
Ensure that all University employees are encouraged to develop their abilities and aspirations without being subject to discrimination and harassment, and without barriers which may result, however unintentionally, from policies, behaviour or attitudes.

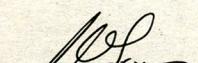
Achieve a more heterogeneous distribution and balance (with respect to women and the three groups mentioned above) in employee complement across ranks, job levels and employment categories.

Regard individual merit as the prime criterion for the treatment and employment of present and prospective University employees.

  
Patrick Kenniff  
Rector and Vice-Chancellor

  
Rose Sheinin  
Vice-Rector, Academic

  
Maurice Cohen  
Vice-Rector, Institutional Relations and Finance

  
Charles Giguere  
Vice-Rector, Services

  
Béatrice Gaudet  
Secretary-General

## Recycling update

Support and interest shown in the recycling programme

**O**n the Sir George Williams Campus, the Henry F. Hall Bldg and Bishop Court have been recycling paper since the beginning of March and, despite some initial hiccups, the programme is off to a very good start. In fact, it has been received with enough enthusiasm by the University community to warrant extending it to the Visual Arts and Norris buildings.

On the Loyola Campus, the programme was a bit slower off the mark but was under way by the end of March. The positive attitude of staff, faculty and students has contributed to the programme's success in the Administration and Central buildings.

During the summer, other buildings on both campuses will begin to join the paper recycling programme. Staff in each new area will be asked where they would like the

blue recycling bins placed as they are added to the overall programme. The Recycling Committee will continue to update the Concordia community about the programme and we will also be developing new initiatives to extend it into other areas that need to be addressed.

For information or requests about the environmental awareness programme in general or the recycling programme specifically, contact Sue Magor, Director, Occupational Health and Safety, at local 4876.

For small adjustments to the paper recycling programme in your area (e.g., placement of bins, pick-up, etc.), contact Larry Jeffrey at local 3737 on the Loyola Campus or André Jobin at 3793 on the Sir George Williams Campus.

## Shanghai delegates visit Concordia

**A** visiting delegation from Shanghai University of Technology visited Concordia on April 19 to further strengthen the University's growing international ties. The purpose of their visit was to focus on leadership and decision making in Canadian universities in the areas of finance, personnel management, and education administration.

Acting Director of the Council for International Co-operation Elizabeth Morey says, "We feel it is imperative to support the efforts of Chinese Educational Institutions to evolve and better serve the educational needs of the Chinese people."

Members of the visiting delegation included Dr. Qian Wei Chang, President of the University and Vice-Chair of the National Committee of the Chinese People's Political Consultative Conference, Ms. Kong Xiang Ying, Dr. Huang Qian, Assistant President

and a doctoral graduate from Concordia (Mechanical Engineering) and Professor Kong Xian Hao, Dean of Studies.

Several sessions were held including: Opening remarks by Elizabeth Morey, Acting Director of The Council for International Co-operation; an overview of the entire university structure by Rose Sheinin, Vice Rector Academic; a joint presentation by M.N.S. Swamy, Dean of the Faculty of Engineering and Computer Science and Tom Sankar, International Liaison Representative in the Faculty.

An additional overview of the service sector was given with a special emphasis on management information systems by Charles Giguère, Vice Rector, Services and Jack Fearnley, Director of the Computer Centre. After a short question period a luncheon was served in the Faculty Club.

—DMcP

## Seminars develop Business-University Dialogue

**A** little-known Concordia programme is helping to increase the University's profile with the business community. Four times a month, business executives from a wide range of companies gather in a Concordia downtown annex to take part in the Executive Development Programme.

Sponsored by the Faculty of Commerce and Administration, the two-day seminars feature such topics as Traffic Management, Expert Systems, Incentive Compensation, Human Resource Information Systems and Financial Information Systems. The director and founder of the program, Jerry Rosenblatt, says the seminars have become very well-known in business circles. They

are also held in Toronto.

The basic objective of the program is to train middle and senior level corporate executives and government employees on a variety of staff and line functions. "That's done," Rosenblatt says, "by having the executives brainstorm with their seminar leaders, who have years of experience to pass on. Experiences are exchanged and contact made."

The programme, which dates from 1988, has been so successful that plans are afoot to increase the variety of topics, Rosenblatt says. A two-week Executive Summer Program is to be offered in 1991, where experienced middle and senior managers will get to update their core knowledge. —BB

# AT A GLANCE

by Sharon Bishin

...Art Education graduate **Tan Liquin** has a one-man exhibition of his work at *Galerie la route de la soie*, 2153 Mackay, until Saturday (May 5th). His art, which uses a great deal of bamboo, represents a contact between the traditional forms of Chinese art and Western modern and postmodern styles...

...Last call. Human Resources' Staff Training & Development unit is launching a series of **French Conversation Luncheons**. All levels of fluency will be accommodated in a relaxed, informal setting. For more information call local 3668...

...Simone de Beauvoir's **Debra Aubin** and **Avis Anderson** both won Provost Scholarships, awarded to first year students in Women's Studies...

...Political Science's **Klaus J. Herrmann** recently lectured at the Department of History of Humboldt University in East Berlin and also at the Department of Theology of the University of Leipzig. As well, he was an advisor in the recent East German elections...

...Sociology & Anthropology's **Donna Winslow** has been awarded a Canada Research Fellowship to study the *Culture of Development* in the insular Pacific. As well, she recently published articles in *Cultural Survival Quarterly* and in *Practicing Anthropology*. In the same department: **Fran Shaver** and **Bill Reimer** have received a research fellowship from the Agricultural and Rural Restructuring Group (ARRG) which will enable them to begin research on rural deprivation and rural poverty in Canada...

...Concordia's Art Gallery Curator, **Sandra Paikowsky**, recently gave a slide-illustrated presentation on "The Internationalism and Canadian Landscape Paintings from the 19th to the 20th Century" for the Canadian Cultural Programmes L.A.E. Inc...

...Mechanical Engineering's **John Saber** was on the organizing committee of a symposium held earlier this year by the Canadian Aeronautics and Space Institute (CASI) on the International Space Station in Ottawa, the first dedicated to Space Station in Canada...

...Services for Disabled Students have purchased a portable ramp which may be used for temporary access to events by the wheelchair-bound. They are stored in AD 121. Call **Angela** at 3501 for more information...

...Ombudsman **Beatrice Pearson** recently presented a paper at the annual conference of the University & College Ombudsman Association, Ann Arbor, Michigan on "Violence, Disruptive and Abusive Behaviour on Campus"...

...**Michel Marleau**, Food Service Director of Marriott Corporation at Concordia, has been awarded the Marriott Award for the best overall food service programme. He was chosen from a group of 250 management people located in over 138 operations...

...Concordia's Centre for Broadcasting Studies (CCBS) has participated in organizing the first Sound Art Festival. Beginning today (May 3rd) until Saturday (the 5th), the Festival will present the "Horspiel," an art form for radio, which is neither a musical nor a literary genre but an acoustical one. Presentations will take place at the Chapelle historique du Bon-Pasteur, 100 Sherbrooke Street East at 7 p.m. (May 3rd) and at 7:30 (May 4th) and critical discussions on the materials will be held at Concordia in the Henry F. Hall Bldg. Room H-420 (May 4th) and May 5th at 10 a.m. at the Goethe Institute, 418 Sherbrooke Street East. For more information call CCBS Director **John D. Jackson**: 7719 or 2143...

...Have you examined the **Lacolle Centre for Educational Innovation**'s May workshops? "A journal writing workshop," "Thinking critically about moral and social issues," and "Writing and rewriting poetry" are just the topics; call for more information: 4955...

...See you June 7th...

## All staff to receive Emergency Response Manuals this month

OH&S details extensive procedures to handle all disasters

**E**MERGENCY! The word conjures up the image of people running in a disorderly manner completely dependent on aid that is dispatched by a public emergency service.

The University Central Advisory Health and Safety Committee set out to change that when it came up with the idea of compiling a manual of emergency procedures back in 1984. There had been an incident where an ambulance was called but arrived late at the site of the accident. No one had notified Security that 911 had been called and the ambulance wandered for 15 minutes on campus before finding the person requiring help.

That won't happen again.

Five years of hard work on the part of Security and Occupational Health and Safety (OH&S) produced the *Emergency Response Manual*.

### Procedures outlined

It outlines in point form the procedures to follow in various emergency situations and clarifies the lines of authority for decision-making in case of an emergency. That way, an accident changes from a panic situation where helpless people impatiently await assistance from an outside service to an incident that is handled in a co-ordinated and

rapid manner. Most emergency situations can be controlled without loss of life or damage to property.

This month, all staff members of the University will receive a copy of the manual.

The procedures outlined in it presuppose the presence of trained responders within each geographical location in the University (First Aiders, Cardio-Pulmonary Resuscitators, Fire monitors, etc.) and the existence and availability of emergency resources (first aid kit, emergency telephones, fire extinguishers, lit fire exit signs, emergency shower and eye fountains in labs and workshops, etc.).

### More training available

OH&S has trained some 200 staff members in Cardiopulmonary Resuscitation and First Aid in the last year. Departments where such training has not been offered can call 4877 to arrange to have staff trained.

For Fire Monitors training, Security should be called at 3713.

The Central Advisory Health and Safety Committee welcomes comments as it has done from the beginning of the project and will take them into account when the manual is revised two years from now. (Please forward your comments in writing to the



Security's **Walter Wheately** and OHS co-ordinator **Sue Magor** show off new Emergency Response Manuals.

PHOTO: Charlie Bélanger

## Concerns about pedagogy at University addressed

Further meetings to be held on regular basis

*"Teaching is the highest form of understanding"* — Aristotle

by Tim Locke

**A**bout 40 members of the Concordia academic community gathered at the Loyola Campus last Thursday for an Academic Caucus, a continuation of the open forum on teaching held at the March 30 "Future of Concordia in the 1990s" conference.

The state and improvement of pedagogy at the University cannot, of course, be adequately addressed in two and a half hours. Even so, discussion, which broadly followed a five-point agenda, elicited some telling remarks about teaching at the University as well as pointing to several problem areas.

"This is only the second time in 20 years that we've come together to talk about teaching," remarked Biology professor Elaine Newman.

Teaching evaluations, both of new and established faculty, were predictably a major topic of discussion. Ron Smith, Director of the University's Learning Development Centre, summed up just how

evaluations themselves are difficult to evaluate in the absence of a clear definition of what good teaching is. "More than 100 meta-analyses of teacher evaluations have been conducted," he said.

"We know that evaluations don't work but we do them anyway," commented Psychology's Gabriel Breton.

Lack of administrative sensitivity to pedagogical concerns was also cited as a problem. Rector Patrick Kenniff responded from the floor. "Faculty don't take enough advantage of formal networks already in place," he said, referring to the Academic Services Committee of Senate.

Vice-Rector, Academic, Rose Sheinin echoed the Rector's thoughts. "Faculty are not taking responsibility for knowing how the administration works," she told the gathering.

A popular proposal concerned the possible appointment of a Teaching Advocate to help faculty deal with the administration and ensure optimal teaching conditions.

Further meetings will be scheduled during the 1990-91 academic year. They will be co-organized by G.S. Rajan (Management), Randy Swedburg (Leisure Studies), and Robert Tittler (History).

### REVIEW OF THE DIVISION OF GRADUATE STUDIES

On May 3, 1990 the Vice-Rector Academic convened a Committee to review the **Division of Graduate Studies**. It has the following membership: Ms Elizabeth Austin (Graduate Student), Dr. V.V. Baba (Associate Dean of the **Division of Graduate Studies**), Dr. Joyce Barakett (Director of the Ph.D. Humanities Programme, Department of Education, Faculty of Arts and Science), Dr. Donald Boisvert (Assistant to the Rector, Concordia University alumnus), Dr. William Byers (Chairman, Department of Mathematics, Faculty of Arts and Science), Ms. Maureen Habib (Assistant to the Vice-Rector, Academic: Secretary), Dr. Catherine MacKenzie (Associate Vice-Rector, Services), Mr. Shawn O'Hara (Undergraduate Student), Dean Robert J. Parker (Faculty of Fine Arts), Professor Eileen Preston (Chairman, Department of Classics, Faculty of Arts and Science), Dr. Seshadri Sankar (Department of Mechanical Engineering, Faculty of Engineering and Computer Science, Director, CONCAVE), Dr. Joya Sen (Department of Management, Faculty of Commerce and Administration) and Dr. Rose Sheinin (Vice-Rector, Academic: Chair).

The Review Committee will assess the full range of programmes, services and activities for which the Division is responsible within the framework of its academic mission. The Report they will produce will comment on:

- The development and the current state of graduate programmes offered through the Division, with respect to academic quality;
- The scholarly achievements and supervisory effectiveness of the faculty who participate in the activities of the Division;
  - (a) Potential for development of graduate programmes at Concordia University;
  - (b) Functional liaison between the unitary Division of Graduate Studies and the other academic units within the University;
  - (c) Appropriate administrative infrastructure to enable the academic mission of the Division; and
  - (d) Challenges facing the Division in the next five years.

The Committee invites written submissions from interested members from all sectors of the University community as soon as possible and no later than 17:00h on May 18, 1990.

All submissions should be sent to the **Chair of the Committee** at Room AD-231, The Loyola Campus, Concordia University, 7141 Sherbrooke St. W., Montréal, Québec H4B 1R6.

# Who's Who?

## Philip C. Abrami promoted to Full Professor

**Philip C. Abrami** — (PhD, University of Manitoba) has been promoted to the rank of Full Professor. He joined the Department of Education in 1980 and was promoted to Associate Professor in 1982.

Dr. Abrami's areas of research include evaluation and improvement of instruction, techniques for quantitative synthesis of em-

pirical research, and the social psychology of education. He is considered a leading scholar in the field of analytical methodology relating to classroom processes, and has been active in the development of teaching standards and evaluation methods.

Dr. Abrami's work on the "Dr. Fox Effect" and "education seduction" are recognized as central in the field of teacher evaluations, and his methodological work in the area of "meta-analysis" has contributed significantly to the development of analytical techniques in this field.

His ability to excite students to the theory

and practice of academic research is evident from the large number of projects and pub-

lications which he has shared with them. Dr. Abrami clearly practices the principles of co-operative learning which he preaches and studies. He has made important contributions to the fields of educational psychology and higher education, and is known for the thoroughness, methodological sophistication and analytical rigour of his research.

Dr. Abrami's publications have appeared in leading refereed journals such as *The Journal of Educational Psychology*, *Review of Educational Research*, *American Educational Research Journal*, *Review of Higher Education*, *Educational Researcher*, *Educational and Psychological Measurement*, *Instructional Evaluation*, and *Canadian Journal of Higher Education*.



Philip C. Abrami

PHOTO: Charles Bélanger

## Concordia Council on Student Life Awards

### *Our best of the best honoured*

**A**n awards ceremony held on April 9 at the SGW Faculty Club saw some of Concordia's most accomplished students (and two faculty members) brought together to receive Concordia Council on Student Life Awards in four categories:

The first award, given to four undergraduate students and two graduate students, is for an outstanding extra-curricular contribution to student life.

The second award was presented to five students who were adjudged to have made the most outstanding contribution through the media to student life at Concordia.

The third award, for "merit," went to individuals who have made an outstanding contribution to student life or services at Concordia.

The fourth award was given for special merit.



Concordia Council on Student Life award winners gathered last month. (Front row, from left) **Melodie Sullivan** (Merit); **Elena Lonero** (Media); **Michael Orsini** (Media); **Heidi Modro** (Media); **Karen Cox** (Outstanding Contribution); **Robert Bratulic** (Merit); **Sylvain Gingras** (Merit); and **Desirée McGraw** (Outstanding Contribution).

In the back row (from left) are: **John Dore** (Special Merit); **Paul Dillon** (Media); **Don Schuetze** (Outstanding Contribution); **Joseph Hulet** (Outstanding Contribution); **Kostas Stassinos** (Merit); and **Prof. Carolyn Beckman** (Merit).

Absent from the photo are: **Richard Gotlieb** (Outstanding Contribution); **Danielle Comeau** (Media); **Mark Farber** (Merit); and **Doug Raphael** (Merit).

PHOTO: Joseph Wong

## Susan Mikkelsen returns to Chemistry Dept.



Susan Mikkelsen

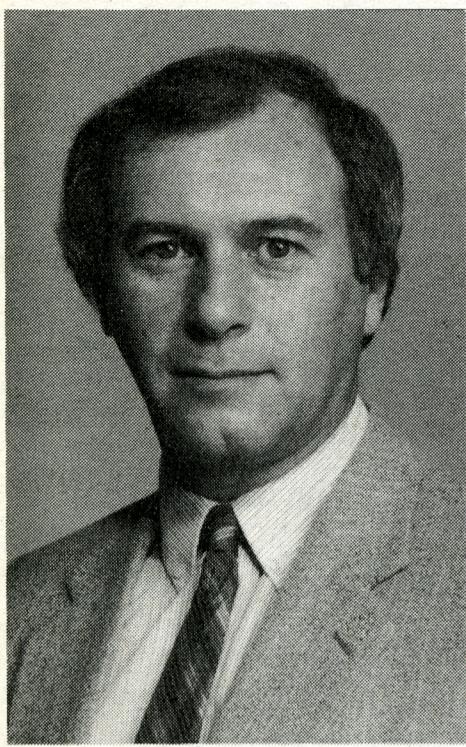
PHOTO: Charles Bélanger

The year 1989 saw Susan Mikkelsen join the Department of Chemistry as an Assistant Professor. She is no stranger to Concordia, having taught an Introduction to Analytical Chemistry course during the last winter session. She will continue teaching the same course.

The Saskatoon native earned a PhD in Analytical Chemistry from McGill University in 1988, after which she took up a post-doctoral fellowship at the University of Delaware.

Mikkelsen's current research focuses on an electrochemical sensor that will be able to detect DNA sequences.

## Philip selected for 1991 Games



Bob Philip

PHOTO: Charles Bélanger

by André Fauteux

Bob Philip, Concordia's Director of Fitness, Recreation & Athletics since 1988, has been named Assistant Chef de Mission (administrative) of the Canadian team participating in the 13th World University Summer Games.

More than 5,500 athletes from 130 countries should attend the Games, or Universiade, to be held in Sheffield, England, July 11-25, 1991.

Organized every two years by the International University Sports Federation (FISU), the Universiade is the largest sports event next to the Olympics. (Thirteen thousand competitors from more than 140 countries took part in the 1988 Seoul Olympics.)

Philip was selected by the Canadian Interuniversity Athletic Union (CIAU), the FISU franchise holder in Canada.

"I think the CIAU is doing the right thing in supporting the Games," said a delighted Philip, who was Canadian Team Chef de Mission at the 1987 Winter Games in Strbske Pleso, Czechoslovakia.

But the former co-captain of the Sir George Williams hockey team (1968-69 and 1969-70) said he is somewhat disappointed that Canadian participation in the Games is "a little bit at the mercy of National Sport Organizations" that sometimes decide they do not fit their priorities. "It's important for Canada to have a high profile" in such a major international event, Philip said, as it did in 1983, when Edmonton hosted the 12th Summer Universiade.

A graduate of Sir George (BA), McGill (BEd) and Concordia (MA) Universities, Philip has held a number of positions at Concordia since 1971, including Director of Intramurals and Assistant Men's Varsity Hockey Coach. His responsibilities at Sheffield (seeing that everything from housing, transport, and doping testing to the opening and closing ceremonies runs smoothly) will

keep him busier than the more prestigious Chef de Mission post, mainly focused on official functions.

Philip hopes Concordia basketballers and other athletes will be among more than 300 athletes Canada should send to Sheffield. Less (249) athletes went to Auckland, New Zealand, for the Commonwealth Games, which according to Philip "are almost like a houseleague" compared to the Universiade.

With roots dating back to 1923, the com-

petitive and diverse Universiade is open to all amateurs entered in university education in the last year. Most participants are national team members but Philip noted that a "chance of a lifetime" is also offered to slightly less talented athletes.

Comparisons between the Universiade and the Olympics are irresistible: they were the springboard for Olympic stars such as gymnasts Nadia Comaneci, Olga Korbut and Elena Chouchounova, runners Alberto Juantorena and Emile Zatopek, as well as

diver Greg Louganis. Many Canadian Olympians such as decathlete Dave Steen who won the bronze medal in Seoul also first got their running shoes wet at the Student Games.

The Universiade shares the Olympic philosophy of "the peaceful gathering of the youth of the world in pursuit of sporting excellence." It is so competitive that gold medal winners at the 1984 Los Angeles Olympics failed to place at the 1987 Student Games in Zagreb, Yugoslavia.

## APSS awards commemorate Seaman



Last month the Applied Social Science (APSS) Students' Association presented the department with a memorial plaque to commemorate the winners of the A. Ross Seaman Leadership Award. Pictured above presenting the plaque are (from left) Mrs. Ross Seaman (SGW'47), daughter Susan Seaman, a student in the Creative Writing programme, Beverly Scoon, president of the APSS Students' Association, and Richard Cawley, chair of the department.

Ross Seaman (SGW'50) died after a brief illness in 1987. A founder of the University's Elderhostel programme, at the time he was in the Department of Leisure Studies. After his untimely death, friends from the YMCA, Dawson College, Prescott-Russell, and Concordia University's Departments of Applied Social Science and Leisure Studies began raising money to provide scholarships for leadership in these areas. The scholarships will commence during the 1990-91 academic year, with one going to a student in APSS and one in Leisure Studies.

PHOTO: Charles Bélanger



Join today with your colleagues and thousands of alumni and friends in supporting the 1989-90 Annual Giving Programme, and reap the benefits of your donation by helping us build a stronger Concordia!

Faculty / Staff Advisory Committee Co-Chairs John Drysdale, Ann Kerby, Bryan Barbieri, Mario Falsetto, Beatrice Francis, Pat Freed, Gabriella Hochmann, Larry Jeffrey, Bob Philip, T.S. (Tom) Sankar.

### Please deduct from my paycheque

Bi-weekly	Weekly	Per-annum
<input type="checkbox"/> \$2.00	<input type="checkbox"/> \$1.00	<input type="checkbox"/> \$52.00)
<input type="checkbox"/> \$3.00	<input type="checkbox"/> \$1.50	<input type="checkbox"/> \$78.00)
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<input type="checkbox"/> \$15.00	<input type="checkbox"/> \$7.50	<input type="checkbox"/> \$390.00)
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### I would like to designate my tax deductible gift to:

Faculty of \_\_\_\_\_ Development Fund  
 Research and Creative Projects  
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Signature: \_\_\_\_\_

Payroll deductions start upon receipt of your pledge and continue for a twelve-month period. You may also send your cheque payable to Concordia University, c/o Annual Giving, S-BC 312. **Thank you for your support.**

# TTR Task Force takes close look at Survey results

## Several recommendations for improvement made

The Final Report of the *Thursday Report* (TTR) Taskforce has been published.

Based on the broad communication objectives assigned to the Promotional Materials Committee, the Task Force set itself the following mandate:

To examine all aspects of *The Thursday Report*, including its Statement of Policy, and recommend changes and/or improvements."

To find out what its readers thought of TTR, a two-page Readership Survey questionnaire was sent to academic and non-academic staff at the University and all Concordia community members were invited to fill out the same questionnaire, which was published in TTR.

A majority of respondents were satisfied with TTR as Concordia University's community newspaper, although many said it is often "unexciting due to shortages of ideas, creativity, and investigative journalism." Other readers said that the newspaper is too "pro-administration," but most described it as an excellent medium for communicating what is happening at Concordia.

"It is a good, professional paper," said one staff respondent. "Keep up the good work!" said another. "The community needs *The Thursday Report*. It's important to hear what other people and departments are doing. It is very central to my feeling a part of Concordia."

Some of the most repeated comments were: "The *Thursday Report* is a useful public relations tool, being informative and giving fair 'across the board' coverage," but "more faculty opinion, controversial/debatable issues, and analysis of problems are needed." Other suggestions were for more photographs, humour, maximizing the Backpage, coverage of lectures and events sponsored by departments, and a film-rating system.

Most respondents to the questionnaire were University employees, with from one to 27 years of service. More than half (56.7%) were non-academic staff members; faculty accounted for the next largest return rate (26.7%). Graduate and undergraduate students together accounted for 5.5% of

returns, while the "others" category made up 4.4% of the returns.

Sixty-nine percent (69%) of the respondents read every issue of the newspaper and the same percentage read most of the paper. Ninety-four percent (94%) found TTR easily accessible.

Although most people were satisfied with the paper overall and its weekly publication schedule, some suggested publishing issues in the summer when little information is available from other sources.

Two-thirds of the respondents would like to see more non-Concordia (off-campus) news; 94.3% think TTR provides fair and balanced reporting, and 90.8% believe the issues it covers are relevant. Only 13.3% have written to the editor. All of these writers have worked at Concordia for more than nine years. Most readers never write to the editor, saying they have "no strong opinion on matters."

While *The Thursday Report* was rated average in all aspects of content and presentation, "Ease of Reading," "Informative," "Topical" and

"Quality of Writing" were rated slightly higher than average.

An average rating was also given for the level of interest in different areas covered by TTR. The four areas which rated slightly higher were "Faculty Councils," "Personality Profiles," "Department Profiles" and "Research."

Regular columns, in order of those read most frequently, were: "At a Glance" (71%), "Concordia in the News" (64%), "Letters to the Editor" (62%), "The Backpage" (47%), and "Sportsline" (8%).

When asked if there are other areas that should be covered, frequent answers were: "academic, cultural and political trends, economic issues, research activities, activities in other universities, and provincial and federal government policies and issues."

The Task Force held several meetings to review the results of the Survey, as well as to study the current Statement of Policy, which resulted in a broad list of recommendations. These included:

That TTR's mandate be reaffirmed and

widely disseminated; that the paper hire additional freelance staff to cover a broader range of articles; that its graphic style be enhanced; and that two issues be added to its publication schedule.

Established under the auspices of Concordia University's Promotional Materials Committee in the fall of 1988, membership on the taskforce was based on individual expertise and/or interest. The members of the Committee were: Public Relations Officer /Editor Sharon Bishin; Assistant Registrar Carol Foster; Advertising and Public Relations Director Michael Hainsworth; Annual Giving Director Carole Kleingrib; Graduate Studies Thesis and Publications Officer Debbie MacFadden; Human Resources Director Susan O'Reilly; and Public Relations Director Ken Whittingham.

Concordia University, Montreal  
Vol. 14, No. 22 March 15, 1990

**The  
thursday  
report**

Wynton Marsalis to speak and perform at Concert Hall  
Third annual Stone-Consolidated Lecture

by Thomas Verrier

Wynton Marsalis is coming to Concordia and lecture for the third annual Stone-Consolidated Lecture.

See MARSALIS page 2



Wynton Marsalis

March 21, 1990

7:30 p.m. Performance free but tickets required  
8:30 p.m. Concert \$10 regular; \$10 students and senior citizens

Ticketing information available at the Concordia University Music Department (98-3021), the Music Department Interim and Reservations, 488-2028

Concordia University

555 Lakeshore Boulevard

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## PROJECT EVALUATION from page 1

The breakdown announced by the Job Evaluation Committee is as follows: 39.8% (144 people) received increases of between \$1,000 and \$2,500; 20.4% (74 people) received increases of \$2,500 to \$5,000; 18% (65 people) received increases of \$500 to \$1,000; 14.4% (52 people) received increases of \$100 to \$500; 5.2% (19 people) received increases of \$5,000 or more; and 2.2% (eight people) received increases of \$100 or less. The maximum salary increase was \$8,700.

### Incomplete data provided

*The Thursday Report* will provide a more complete summary of Job Evaluation Project results in June, including the figures for the remaining 300 employees affected by the Project.

All of the employees awarded increases to date were notified that their raises were limited to 50% of the difference between their current salaries and the placement salaries corresponding to their new job grade.

Negotiations are currently underway between CUNASA and the University to determine salary raises for 1990-1991 (effective June 1, 1990), including the next installment from the Job Evaluation Project.

As was promised when the Project was launched, the figures released this week indicate that there has been considerable success in raising the salaries of a majority of employees towards the mid-points of their salary grades. The mid-points are considered the equivalent of market value for a given job.

Nonetheless, some fine tuning may still be needed to accurately calculate some employees' final salaries.

In separate interviews with *The Thursday Report*, members of the Job Evaluation Committee said that cases have been discovered where incomplete information was given to the Human Resources Department about employee education or previous work experience (at Concordia and elsewhere).

All employees with questions about their final salaries should contact their managers. Managers, in turn, should ensure that all of the relevant information used to determine salaries has been provided to the Human Resources Department. Any manager who has a query should forward it, in writing, to Dennis Dicks, Chair of the Job Evaluation Committee, c/o L-AD, Room 306.

The Committee members also addressed one of the major irritants still outstanding with the Job Evaluation Project — the perception that some employees received preferential treatment when job grades were assigned.

### Questionnaire answers appealed

People were told when the Project started that all grades would be made public, and there has been much criticism about the delay in doing so.



Job evaluation  
*update*

Committee members told *TTR* that they understand that "the grades must be made public to end the rumours circulating about supposed irregularities in the way the grades were allotted."

"That information is not confidential," they said. "The grades will be made available through the Human Resources Department as soon as all of the appeals have been finalized and the entire grade structure is complete."

In all, 139 people lodged appeals based on the changes made to 200 questionnaire answers during the summer review process. Of the 150 questionnaire answers handled to date, 74 of the answers were decided in favour of employees; a compromise was reached for 33 others.

For his part, Maurice Cohen, Vice-Rector, Institutional Relations and Finance, reminded the non-academic staff this week

***...Many people are having difficulty coming to grips with the fact that we pretty well wiped the salary slate clean. The old pecking order has been thrown out... the new system is based on values that assign different measurements of an employee's worth (salary-wise) to Concordia...***

that the two-fold purpose of the Job Evaluation Project was to eliminate, as much as possible, salary inequities that existed at Concordia among people doing essentially the same work, and to raise the overall level of salaries to better reflect market conditions.

*(These "market conditions" refer to the salary levels in effect for similar jobs at other universities, at other para-public institutions like Concordia, and at private firms that Concordia must compete with when recruiting non-academic staff. Information for the latter category was based on an extensive list of private firms, varying in size from small companies to major corporations.)*

"Both of those goals are being met," Cohen said. "I know that some individuals are upset about the size of their salary increase or the fact that they received no raise at all, but it was said from the start that not everyone would receive an increase."

### Old pecking order is out

"As the figures show, many people have benefitted significantly in economic terms, and despite the criticisms and the delays, I believe that Concordia non-academic employees, as a group, are substantially better off today as a result of the Project."

"I also believe that their salaries (taking into account our pension plan, benefits package, vacation policy and the like) are comparable to those being offered at other Québec universities and by the market generally."

In an interview with *The Thursday*

## Calls reveal employee dissatisfaction with JEP

As CUNASA president, Walter Wheatley is accustomed to receiving complaints from disgruntled employees on a variety of subjects. During the past week, however, there has been only one subject. Wheatley has fielded more than 50 calls from employees disenchanted with the results of the Job Evaluation Project (JEP).

*TTR* asked Wheatley to list the kind of complaints he has received so far. He said employees have expressed "disgust" and "disillusionment", they have been "angry", and "annoyed" by what they perceived as the Project's "secrecy". Many have felt "gypped", so much so that some refer to JEP as GYP. Wheatley says the discontent seems to have grown with *Job Evaluation Update* No. 9, the newsletter released last June to announce the summer review to correct what the Job Evaluation Committee called "differences in interpretation of the questionnaire".

Comments and questions about the Project have revealed dissatisfaction about three main points: the criteria used to assign grades, the dollar figures allotted, which many felt were far below what they had expected, and a lack of communication between the Committee and the employees being assessed.

Specifically,

- some found the placement rules too complex; they felt the grades had been arbitrarily assigned and there seemed to be no way to apply the rules fairly.
- the language of the last *Job Evaluation Update* No. 11 was so convoluted it was incomprehensible. Those who tried to apply the formula to their own cases found that their result was different from the salaries they eventually received.
- when comparing job grades with co-workers, some found that though two

people seemed to have identical jobs, their grades were different.

- many regarded the Project as just another ploy by the University to get away with not paying employees what they are worth.
- the grievance process was not made very clear to those who were unhappy with their grade and wanted to appeal.
- those who did go through appeal said that once a judgement on the case was made, it was never followed up with contact on a case-to-case basis, either with the complainant or his/her manager.
- many felt there had been a complete communication breakdown between the Committee and the employees, that as the Project ran into questionnaire interpretation problems last summer, changes were made unilaterally to the Project without consulting anyone.
- a majority of callers said the questionnaire was flawed and that when the Committee also found that to be true late last spring, the Project should have been stopped instead of trying to patch it up with the summer review.
- some people felt that through the summer review, the Committee was trying to fit a square peg into a round hole by adjusting the answers to fit the questions instead of rephrasing or simplifying the questionnaire so that interpretation could be universal.
- employees in blue-collar positions called to say they felt the Project had downgraded their importance as compared to office employees. Some office staffers claimed they saw a bias toward the support staff of higher-level positions. For example, the secretary of a dean was weighted more favorably than the secretary to a director or department head.

— DGV

*Report*, Cohen thanked the 10 members of the Job Evaluation Committee for the thankless task they have had to perform.

"Some members of the Committee have had to endure abuse; their integrity has been called into question; and their workload (in addition to normal job responsibilities) has been incredibly time consuming."

"It's unfortunate," Cohen continued, "but I fear that their contribution will probably be appreciated far more by employees in future years than by those who have had to live through the difficult transition from our old salary system to the present one."

"Many people are having difficulty coming to grips with the fact that we pretty well wiped the salary slate clean," added Hal Proppe, Associate Vice-Rector, Institutional Relations and Finance.

"The old pecking order has been thrown out; the Multicomp Job Evaluation system is based on values that assign different measurements of an employee's worth

(salary-wise) to Concordia.

"That is a very hard adjustment for many people to make, particularly those who have worked here for any length of time," he said, "but that is the new reality that we will all have to live with."

As for the Project's critics (see the accompanying story), Proppe said that the Committee "bent over backwards to be open during the lengthy review process for the questionnaires. Employees were consulted every step of the way," he said. "And it was the review process that laid the foundation for the grades (and ultimately the salaries) that were determined by the Project."

*The Thursday Report* will publish additional information about the Job Evaluation Project in its June 7th issue. It will also make space available in upcoming issues (both this June and in the fall, if necessary) to any individual or group with pertinent facts or comments that may help to clarify the misunderstandings and misgivings circulating on campus about the Project.

# An unconventional old boy

Over Christmas Concordia History professor John Hill travelled to China to attend the centenary celebrations at his old alma mater, the Pui Ching School. Before returning he stopped off in Hong Kong to speak with Baptist missionary Lounette Templeton about his unique childhood as the lone 'foreigner' in a different world.

by Lounette Templeton

HONG KONG — John Hill smiles easily. He gestures; he slouches comfortably in his chair; and he talks non-stop, using English peppered with Cantonese, the lingua-franca of South China and Hong Kong.

He's definitely not your usual Pui Ching oldboy, as alumni of the Chinese school call themselves. But China and Pui Ching have left their marks on the Concordia History professor just the same.

Hill stopped over in Hong Kong after a trip to Guangzhou (formerly Canton) where he had attended Pui Ching's centenary celebration. "My wife gave me the plane ticket for Christmas and said 'You can't not go,'" he says, catches his breath and goes on to tell how the campus looked (almost the same); who he ran into (friends of his father); and what the government officials said about Pui Ching (a warm-hearted institution).

For three days he was once again immersed in an all-Chinese experience and once again, he was the lone foreigner.

Being the lone foreigner is nothing new to Hill. He was only 4 when his Baptist missionary parents took him to China in 1946, gave him a pair of chopsticks to eat with, and enrolled him in a Chinese kindergarten. He says after a few weeks of "crying buckets" for the benefit of his mother, and pretending to understand Chinese for the benefit of his teacher, he actually knew what was going on.

By the time he entered first grade in Pui Ching, language was not his problem: his blond hair was. He recalls how the children in his class gradually lost interest in the only "golden hair" in school. But library time was "open season" for the other classes to take samples. He laughs. "I gave a certain amount, but fortunately it didn't have any great deleterious effect."

Hill says he knew he was different but he enjoyed a circle of close Chinese friends anyway and felt "very much a part of things."

At that time, Canton was struggling for survival. World War II Japanese invaders (in China the conflagration had begun in 1937) had finally left, but outside the city, civil war dragged on. Hill remembers being shown trees stripped bare by starving people who had eaten their bark. "I never had to be told stories about why you should eat your food," he says.

Hill thinks, because he was a child, he saw and heard "expressions of attitudes" that were possibly hidden from foreign adults who were viewed as symbols of foreign power. "There were things I grew up automatically knowing were true," he says.

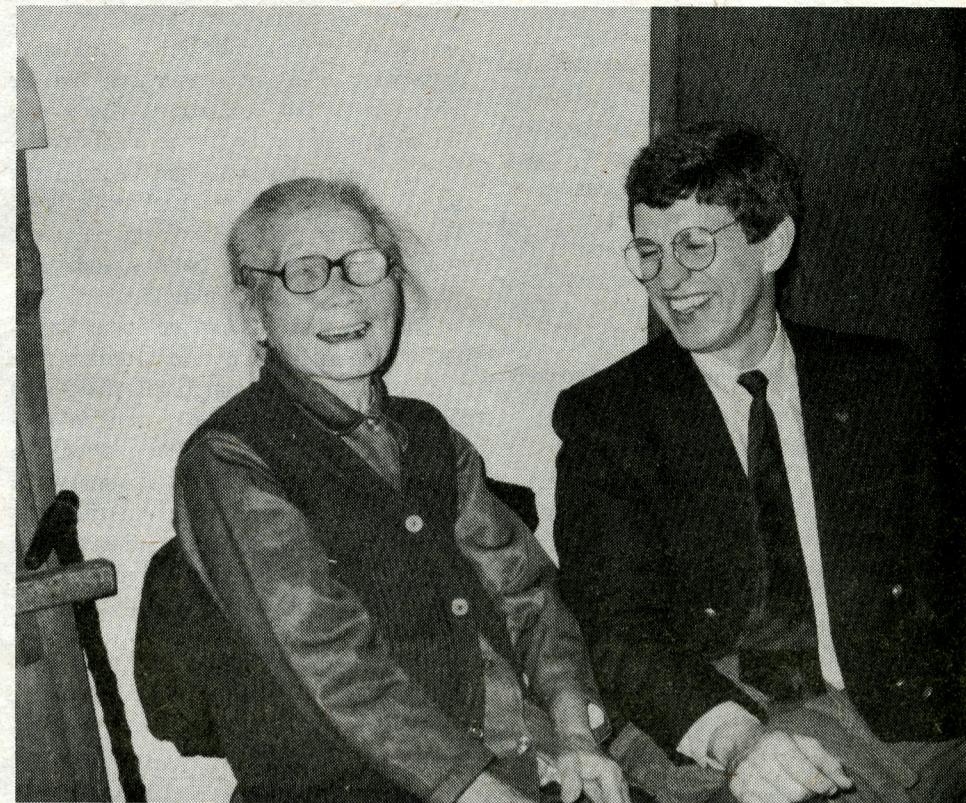
Other missionary families left Canton

when communist armies neared the city, but the Hills stayed on. "We went through liberation — undoubtedly one of the most dramatic events of my life," he says. "There's a whole Chinese experience I understand from an emotional side rather than the intellectual."

Although his parents were obviously uneasy with the communist regime, Hill remembers sharing his school friends' excitement. "We had a sense of the revolutionary being good and important and necessary."

His parents eventually realized "that they could not carry on their work...and were likely to cause real danger to anyone associated with them." So they withdrew young Hill from Pui Ching School and in June, 1950, the family left China.

Indelibly clear is Hill's teacher label. His teacher persona stamps each fact-filled, thought-provoking compound-complex sentence he utters. Nevertheless, an overlay of missionary — subtle, gentle, authentic — shades his conversation now and again. "A better world," he says, "is one in which more of us understand more about one another and seek to help rather than destroy one another."



Concordia History professor John Hill stopped off in Hong Kong on his way back from visiting his Canton alma mater, the Pui Ching School. He is shown here with an old friend, who had worked for the Hill family in the 1930s and 40s.

## CHRC Offers Group Leadership Workshop

by Diane McPeak

Concordia's Centre for Human Relations and Community Studies is offering a Group Leadership Workshop to take place on June 1, 2, and 3, at Bishop's University in Lennoxville, Québec.

The workshop is designed for people who want to increase their effectiveness in leading groups through a better understanding of what is happening in a group and by learning to be more skillful in helping the group along.

It is of special interest to people in services work (e.g., education, recreation, community work, health services) or to team leaders who wish to build effective work groups. Participants are expected to have experience in working with groups. During the weekend, participants will examine the dimensions of group growth such as climate, involvement, interaction, and cohesion. They will explore factors helping and hindering group process including communications patterns, problem-solving, handling conflicts and dealing with the personal needs of members. Special attention will be given to identifying participants' leadership styles and to working at adapting individual styles to a variety of situations.

The workshop will follow the Centre's usual "learning by doing" method with the participants involved in various aspects of group work. The program will also include demonstrations, short lectures, small groups and skill training exercises.

Applied Social Science Professor Raye Kass, who is also a Program Director of the Centre for Human Relations and Community Studies, will lead the program. Kass

has extensive experience as a consultant and as a trainer. This past year, she was invited to conduct a special series of Leadership Training Programs in Amsterdam and Hawaii.

For further information about the

workshop, or to register, please call Ashley McGain at 848-2262, (FAX: 848-3494), room F102. The workshop begins on Friday June 1, at 7:30 p.m. and ends on Sunday June 3, at 4:00 p.m. Workshop Fees: \$150. Accommodation and Meals: \$130.

## SCHOLARSHIPS & AWARDS

May 1990

The following list includes scholarships and awards with deadlines between May 3rd and 31st, 1990. More information regarding these scholarships and awards is available in the Guidance Information Centre, H-440, Sir George Williams Campus.

**ALBERTA CULTURE.** Alberta Library Bursary. May 31.

**CANADIAN SOCIETY FOR EDUCATION THROUGH ART.** Berol Prismacolor National Art Scholarship. May 15.

**CORPORATION PROFESSIONNELLE DES TECHNOLOGUES DES SCIENCES APPLIQUEES DU QUEBEC.** Ultramar Scholarship Programme. May 15.

**DOCTOR JEAN C. NELSON MEMORIAL FOUNDATION.** The Doctor Jean C. Nelson Memorial Award. May 31.

**FONDATION JEAN-CHARLES-BONENFANT.** Stages Parlementaires à l'assemblée nationale. May 31.

**GREAT BRITAIN. CAMBRIDGE UNIVERSITY.** Cambridge Commonwealth Trust Overseas Student Bursaries. May 15.

**L'INSTITUT DE GENIE NUCLEAIRE.** Bourses pour études en génie nucléaire. May 31.

**THE JEWISH LEARNING EXCHANGE.** Summer in Israel Scholarship Competition. May 15.

**ONTARIO. MINISTRY OF COLLEGES AND UNIVERSITIES.** Fellowships for studying in French. (For Ontario residents only.) May 8.

**OTTAWA LITTLE THEATRE.** Canadian Playwriting Competition. May 30.

**UNIVERSITY OF TORONTO. UNIVERSITY COLLEGE.** Norma Epstein Award for Creative Writing. May 15.

## LETTERS

### ♦ To the editor,

May I present a point of view different from that of Professor Harold Angell (*TTR* 29th March) regarding his involvement in pandemics, particularly the General Course in the Social Sciences. I was responsible for the course for more than two decades prior to the birth of Concordia University. The course was a compulsory requirement for all students enrolled in the former SGW College and SGW University, whatever their faculty option. The students numbered in the thousands over that period of time.

In the days before the Norris Building, classes were held in the Salvation Army Citadel where 300 students jam-packed the main lobby for day, evening and summer sessions. When the Norris Building opened, their numbers grew to 400 in Birks Hall; and with the completion of the Hall Building, the auditorium H-110 accommodated 700 students for each of the sessions. The students were an appreciative, gregarious and friend-

ly group. At examination time, the whole garage was commandeered. Admittedly there were some inconveniences, but the whiners were only a minority. Today, it is almost impossible not to be identified by former Georgians who had been in the course. Their positive feedback still exudes. They are among faculty and administration, government, business, politics, judiciary, other professionals and individuals.

The General Course in the Social Sciences was basically an orientation of the various disciplines comprising the Social Sciences. It enabled the student to gain familiarity with the subject matter, the method, and the terminology, at a time when the Social Sciences were emerging as specifically recognized disciplines. It was an exhilarating experience for most of us. Candidly, I would willingly re-live that experience. It is unfortunate that Professor Angell felt so negative about it.

**Jack Goldner,**  
Retired

### ♦ To the Editor:

I would like to respond to Maureen MacCuish's letter which appeared in the March 29 issue under the headline "In praise of independence."

I too was a member of the CSN-affiliated Classic Bookshops Union, which was obliterated by the W.H. Smith takeover. That we were "reckless" and "over-confident" as a union and that the CSN did not share its vast expertise with us is strictly a matter of opinion. The facts speak for themselves. We went out on strike after eight months of negotiating. We were up against loss of seniority rights for 80% of our membership and wage cuts of over 30% for all of us, to mention only two of the company's "offers" at the negotiating table.

In fact, calling a strike then was not a "reckless move" but a case of "damned if you do and damned if you don't." As a member of the negotiating committee, I was also

one of the 90% of the membership who voted to strike. Under the circumstances, no advisor would counsel a union to stay on the job (I, for one, would have called for immediate disaffiliation had our CSN advisors done so). I would also like to add that the less over-confident element in our union knew exactly what we were up against — a multi-national with an extensive background in union bashing — and that our chances for survival were slim. Hindsight is a wonderful thing. I still think we were right to strike: I'd rather lose my job than my self-respect any day.

I do not know why Ms. MacCuish picks the CSN as the reason for our union's untimely demise (what about Classic, W.H. Smith, or the federal and provincial governments who just stood by and watched?). Our CSN affiliation was beneficial to us throughout our eight-year association.

**Potisa Skalkogiannis**

### ♦ To the Editor:

In its public pronouncements in *TTR*, the University argues that its ability to pay competitive salaries to its employees is constrained by the need to service (or pay down) its debt. Unfortunately, this argument is without merit.

First, if the debt was due to chronic underfunding by the Provincial Government as argued by the administration, it should be assumed by the Provincial Government. The debt should not be serviced from current operating cash inflows. Of course, to obtain the Government's concurrence will require strong action by our administration.

Second, let us assume for the sake of argument that the Government will steadfastly refuse to assume our debt service (interest plus principal) from special or supplementary funds. In such a case, we probably could easily discharge our debt through the "innovative" use of an undervalued asset in our

balance sheet; namely, the untapped "gold mine" called land. For example, we could enter into a contractual arrangement with a developer which is called an emphyteutic lease. Such leases have terms of from nine to 99 years. At lease expiry, the leased item (Concordia's land) would revert back to the original owner (Concordia!) for a nominal sum (such as \$1). Until expiry, the developer would pay Concordia an annual lease payment in the millions of dollars. If desired, Concordia would resell this stream of annual lease payments (revenues) to obtain their present value today. A "back of the envelope" calculation suggests that \$50 million of debt could be retired by leasing only about 40,000 sq. ft. of land! (This is based on a conservative scenario with a 12% discount rate, 60-year term, and \$150 per sq. ft. of land lease incoming payments with no escalation over time.)

**Lawrence Kryzanowski, Finance**

### ♦ To the Editor:

Numerous arguments have already been stated against the introduction of caps. As heads of the academic units in the Faculty of Engineering and Computer Science we write to support these arguments and express our dismay at the absence of academic foresight inherent in the proposal by the University administration to introduce such caps.

The proposal to impose a CDI cap is inconsistent with the University's stated priority to pursue excellence in teaching and research. Capping would make it very difficult for Concordia to retain its scholars and to recruit talented faculty. Its ultimate effect would be to lower the quality and standing of Concordia University relative to other institutions across North America.

The implications of the proposed CDI cap are especially disturbing for Concordia's Faculty of Engineering and Computer Science. It is worth noting that because of our province's unique geopolitical situation, our Faculty has had a difficult time attracting and retaining qualified and talented faculty members.

This has been particularly true in the area of emerging technologies where new faculty can typically "pick and choose" from among several offers from industries and universities throughout North America. Situations of our PhD graduates being hired at salaries higher than their academic supervisors are not uncommon in this faculty. To put it simply, the current market value of faculty in many areas in our Faculty is well above current University salaries.

Concordia's image has been improving steadily in the past decade. Its scientists and engineers have contributed significantly to this trend by promoting excellence in research, teaching, and service to industry. In the Faculty of Engineering and Computer Science, at present, most of these very scholars would be affected by capping, either immediately or in the near future. It is these senior faculty members who have been instrumental in developing and maintaining Concordia's high profile by their ability to attract substantial external funding, through centres of excellence, actions structurantes, centres de recherche, major industrial contracts, and high NSERC grants (several of our researchers are in the top 20-percentile funded from NSERC in their respective disciplines

and among the highest FCAR Team grants). This funding has sustained the research infrastructure at Concordia, and it has provided financial aid for graduate students as well as funds for hiring many technical and administrative support staff. It has enabled the Faculty to refresh and develop its educational programmes, and created new working opportunities for its graduating students. For years these high performers have been providing junior colleagues with an inspiring environment for high academic achievement.

By relenting even a little from their pursuit to remain among the world's high performers, the University will have lost many times the value of the dollars it wants to save through capping. Excellence ought to be rewarded. To put a cap on salary is to send a message to the contrary. Its effect would be the reversal of this trend of improvement.

The role of a university is to promote academic excellence, especially in areas of vital national importance as we have done in the Faculty of Engineering and Computer Science. The design of a straight jacket to fit everyone is a most unimaginative way of dealing with budgetary problems, and it further burdens these scholars who should instead be unshackled from the many constraints they face at Concordia. These are constraints we are all too familiar with, ranging from the lack of proper administrative assistance to inadequate space.

If the administration abandons its commitment to the pursuit of academic excellence, would it not be appropriate for those members of the Board of Governors from industry, in responsible positions, to impress on the administration that in fact no organization can excel and compete when it caps and constrains its highest performers? Who will want to come and make a career at a university that can't afford its best scholars?

**Heads of academic units in the Faculty of Engineering & Computer Science:**  
**T.D. Bui, Chair, Computer Science**  
**P. Fazio, Director, Centre for Building Studies**  
**M. Osman, Chair, Mechanical Engineering**  
**O. Pekau, Chair, Civil Engineering**  
**P. Ziogas, Chair, Electrical & Computer Engineering**

### ♦ To the Editor:

You can be sure that the vast majority of CSN supporters voted in this election. Of an eligible 437 voters, only 268 actually voted (61%). Of this number only 146 voted for the CSN platform (33%). So, after a major

six-month campaign, the CSN appears to have the backing of only one-third of CUNASA members.

So what did they lose? *Credibility!*  
**Pat Freed**  
**Faculty Personnel Administrator**

# Twenty get their Canadian citizenship at Concordia

Concordia first university in Québec to hold ceremony

by Bronwyn Chester

Friday afternoons usually mean cutting out as early as possible to start the weekend. But that wasn't the case for some 75 students, faculty and a few children two Fridays ago. They gathered in the mezzanine of the Henry F. Hall Building and sat down before a stage decorated with the maple leaf and the flags of Canada's provinces and territories. Chords of *Frère Jacques*, played by children from the South Shore Suzuki Strings, accompanied their chatter as they waited for the judge to arrive — citizenship judge, that is. In a few moments 18 students and two children would collectively take the oath and become Canadian citizens.

The occasion was Canadian Citizenship Week and Concordia had decided to take the opportunity to make a public celebration of its multicultural nature: these 20 new Canadians are from 17 countries. "We thought it would be nice to have a public ceremony so that Canadians can appreciate the diversity of people in this country, and because Concordia is the most multicultural institution in the country we thought that we



A brand-new Canadian citizen (as of April 12), Abdelrahman Ibrahim Ahmed, stands with his proud children at the ceremony, which was held on the mezzanine of the Henry F. Hall Building.

PHOTO: Charles Bélanger

should act upon it," says Acting Director of the Council for International Co-operation, Elizabeth Morey.

Morey had seen a public ceremony in Ottawa and approached Norma Passaretti, regional director, Secretary of State of Canada, about having such a ceremony at Concordia. Passaretti, who attended the ceremony, was delighted. "Since 1987, when the 40th anniversary of citizenship was celebrated, the government has been promoting the idea of holding citizenship ceremonies outside government buildings," she said.

## C'est le fun

It was a happy occasion for many of the new Canadians. "It gave me great pleasure to participate in the ceremony," said Abdelrahman Ahmed, a PhD student in religious studies who came to Canada six years ago from Sudan. "I hope to participate in the multicultural heritage of this country."

"C'est le fun d'être Canadien," said Ahmed's son, 9-year-old Moataz, while his 7-year-old sister Marwa smiled shyly.

For Ahad Abrahimi-Sirizi it was a relief to have Canadian citizenship. Since coming

to Canada six years ago as a refugee from Iran, the 27-year-old student at Vanier College has had no citizenship. "I still feel Iranian, but this will give me greater opportunity. Now, at least, I have a citizenship."

Aamir Jaleel, a business student from Pakistan, felt honoured "to become a Canadian citizen here at Concordia, my university."

One person, born a Canadian, also received a special Certificate of Citizenship, awarded for her work promoting cross-cultural understanding. Corinne Jetté, a lecturer in Engineering and Computer Science and member of the Canadian Multicultural Advisory Committee of the Secretary of State, says she tries to get across the idea that multiculturalism does not mean immigrant, it means *multi*.

Jetté, a native from the Tuscorora, one of the six nations of the Iroquois Confederacy, disagreed with Chief Justice Alan Gold's comment during the ceremony that "we are all immigrants or the descendants of immigrants." "We are not all immigrants," she says, and multiculturalism policy tends to overlook this. "I try to look at the rights of all the constituencies in Canada."

**'The son of an immigrant':  
Chancellor Alan B. Gold speaks at Citizenship Ceremony**

Below is an abbreviated version of a speech given by Concordia's Chancellor, Québec Superior Chief Justice Alan B. Gold, at the Canadian Citizenship Ceremony held at the University on April 20th

We are all immigrants or descended from immigrants. We are all minorities or descended from minorities. If it is true that the measure of a country's greatness is the manner in which it deals with its minorities, whoever or wherever they come from and however they have adapted to their new environment, then we have some cause to consider Canada great. Still, it has not always been so. Canada's record — I say this with some regret, but it must be said — is not entirely unblemished in this regard.

"We have made errors when the fevers of prejudice and of fear have triumphed in our community. Nonetheless, we have made great strides not only in righting the wrongs of the past, but, above all, righting them for the future. We have only to read the text of our Charter of Rights and Freedoms and the judgements of our Courts which interpret its provisions to take pride in what we have done and to give us cause to hope for the future.

"But the law alone is not enough; indeed, it is never enough. Our real hope lies in the quiet devotion of ordinary citizens to the personal dignity of men and women and to fairness in the way in which they are treated and regarded. Indeed, if Canadians have learned anything from the past it is simply that the protection of the dignity of every member of our society is the true foundation of our citizenship.

"We labour in vain unless we build our future and that of our children and grandchildren on our dedication to freedom and the recognition of the worth of every member of our land.

"Well it's time to go, but I do not wish to leave you without saying that I have made many speeches in my life, but few have meant as much to me as the one I have made to you today; for, you see, I am the son of an immigrant."

**Concert Hall Schedule**

**THURSDAY MAY 3**  
Catrena Flint - Soprano (Diploma Recital)

**FRIDAY MAY 4**  
Charles Dallaire - Clarinet (Doctoral Recital)

**SUNDAY MAY 6**  
Gu Lina - Flute (Diploma Recital)

**MONDAY MAY 7**  
Electroacoustic Concert

**TUESDAY MAY 8**  
Electroacoustic Concert

**WEDNESDAY MAY 9**  
Dawn Thomson - Guitar, Voice and Bassoon (Diploma Recital)

**FRIDAY MAY 11**  
Natalya Turovsky - Violin (Diploma Recital)

**SATURDAY MAY 12**  
Mariusz Munczak - Violin Recital (Diploma Recital)

**SUNDAY MAY 13**  
Rachelle Taylor - Harpsichord and Virginal

Information contact Jane or Valerie at 848-7928.  
**CONCORDIA CONCERT HALL, 7141 SHERBROOKE ST. W., LOYOLA CAMPUS.**

# The Thursday Report

FAX: 848-2814

*The Thursday Report* is the community newspaper of Concordia University, serving faculty, staff, administration and students at the University's downtown and west end campuses. The newspaper reports on Concordia news and research and also contains the most comprehensive listing of on-campus events available at the University. It is published weekly during the academic year by the Public Relations Department, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8. (514) 848-4882. Material published in *The Thursday Report* may be reproduced without permission. Credit would be appreciated.

University events and notices are published free of charge. Classified ads cost \$5 for the first 10 words, 10¢ each additional word. Retail rates on request. Events, notices and classified ads must reach the Public Relations Office (BC-115) in writing no later than Monday noon, prior to the Thursday publication date.

ISSN 0704-5506

Editor: Sharon Bishin

Circulation: 8,000 copies

Kevin Leduc 848-4881

## THE BACK PAGE

### EVENTS

#### THURSDAY MAY 3

##### ART AGAINST FUR

Art Against Fur presents an "Anti-Fur Forum" at 7:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.

#### FRIDAY MAY 4

##### C.G. JUNG SOCIETY

The C.G. Jung Society presents "Alchemy and Psychotherapy" with Nathan Schwartz-Salant from 7:30 to 9:30 p.m. in H-435, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Information: 280-3441 (weekdays) and 495-9257 (evenings and weekends).

##### DOCTORAL THESIS DEFENSE

R. Balachandar at 9:30 a.m. in H-929-23, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd.). Thesis title: "Characteristics of Separated Flows Including Cavitation Effects."

##### CONSERVATORY OF CINEMATOGRAPHIC ART

DESTINY (1921) Fritz Lang, at 7 p.m. and FIRST SON (1984) Lee Doo-yong at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### SATURDAY MAY 5

##### CONSERVATORY OF CINEMATOGRAPHIC ART

DR. JEKYLL AND MR. HYDE (1920) John S. Robertson and LA CHUTE DE LA MAISON USHER (1927) Jean Epstein, at 7 p.m. and SURROGATE MOTHER (1987) Im Kwon-Taek at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### SUNDAY MAY 6

##### CONSERVATORY OF CINEMATOGRAPHIC ART

THE PHANTOM OF THE OPERA (1925) Rupert Julian, at 7 p.m. and THE AGE OF SUCCESS (1987) Jang Seon-Woo at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### MONDAY MAY 7

##### BOARD OF GRADUATE STUDIES

The next meeting of the Board of Graduate Studies will be at 2 p.m. in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

##### CONSERVATORY OF CINEMATOGRAPHIC ART

THE WHALE-HUNTER (1984) Bae Chang-ho, at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### TUESDAY MAY 8

##### CONSERVATORY OF CINEMATOGRAPHIC ART

ADADA (1987) Im Kwon-Taek, at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### WEDNESDAY MAY 9

##### CONSERVATORY OF CINEMATOGRAPHIC ART

DARLING HOLLYHOCK (MY ROSE MALLOW) (1988) Park Chul-Sou, at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### THURSDAY MAY 10

##### CONSERVATORY OF CINEMATOGRAPHIC ART

THE GOLEM (1920) Paul Wegener, at 7 p.m. and CHIL-SU AND MAN-SU (1988) Park Kwang-Soo at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### FRIDAY MAY 11

##### ARTS & SCIENCE FACULTY COUNCIL MEETING

The next Arts & Science Faculty Council meeting will be at 1:30 p.m. in DL-200, 7141 Sherbrooke St. W., Loyola Campus.

##### CONSERVATORY OF CINEMATOGRAPHIC ART

FAUST (1926) F.W. Murnau, at 7 p.m. and THE AGE OF SUCCESS (1987) Jang Seon-Woo at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### SATURDAY MAY 12

##### CONSERVATORY OF CINEMATOGRAPHIC ART

METROPOLIS (1926) Fritz Lang, at 7 p.m. and FIRST SON (1984) Lee Doo-yong at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### SUNDAY MAY 13

##### CONSERVATORY OF CINEMATOGRAPHIC ART

VAMPYR (1932) Carl Dreyer, at 7 p.m. and THE WHALE-HUNTER (1984) Bae Chang-ho at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

#### TUESDAY MAY 15

##### FACULTY OF COMMERCE AND ADMINISTRATION

The Faculty of Commerce and Administration is hosting an information session regarding the Master of Science in Administration Program at 5:30 p.m. in GM-403-2, 1550 de Maisonneuve Blvd. W. Please call 848-2711 to confirm attendance.

#### SATURDAY MAY 26

##### CONCORDIA CAMPUS MINISTRY

Rummage Sale-Benefit for Concordia Refugee Committee. We need good "rum-

mage": clothing, books, records, kitchenware, sporting goods, small furnishings, appliances, etc. Car Wash and Bake Sale as well. All proceeds go to support of a Salvadoran refugee family. Donations can be dropped off at Belmore House (Loyola Campus) the week of May 21. Please call us for more information 848-3588.

#### TUESDAY MAY 29

##### FACULTY OF COMMERCE AND ADMINISTRATION

The Faculty of Commerce and Administration is hosting an information session regarding the Master of Science in Administration Program at 5:30 p.m. in GM-407-1, 1550 de Maisonneuve Blvd. W. Please call 848-2711 to confirm attendance.

### NOTICES

##### LEGAL PROBLEMS? WE CAN HELP!!!

The Legal Information Service can help with information and counselling. We are located in Room CC-326, Loyola Campus, telephone 848-4960. Office hours Monday to Friday from 9 a.m. to 5 p.m. This service is *free* and *confidential*.

##### OMBUDS OFFICE

The Ombuds Office is available to all members of the University for information, advice and assistance with University-related problems. Call 848-4964 or drop into 2100 Mackay, SGW Campus. Services of the Ombuds Office are *confidential*.

##### HEALTH SERVICES

Health Services "We're Different," personalized, comprehensive & confidential services, with an emphasis on education and good consumer practices. Nurses available for consultation without an appointment, or by telephone. Doctors appointments available (booked by Nurse). Walk-in MD clinic every Wednesday and Friday afternoon (SGW only). Hours: 9 to 5 daily, closed 12 to 1:30 p.m. Location: 2155 Guy St. room 407 (telephone 848-3565) and 6935 Sherbrooke St. W., room 101 (telephone 848-3575).

##### CONCORDIA ART GALLERY

The Concordia Art Gallery will be hosting an exhibition entitled "John Clark: A Tribute" until May 19, and in the Display Case "Bill Burns: Items" until May 19, at the Art Gallery (1455 de Maisonneuve Blvd.). Information: 848-4750.

##### PEER HELPER PROGRAMME

The Peer Helper Programme is a student-run listening and referral service. Applications are now being accepted from students wishing to become Peer Helper Volunteers in September. Application forms are available at the Applied Social Science Department, and at Campus Ministry,

Health and Guidance Services on both campuses. For information call Daryl Ross at 848-3585.

##### SERVICES FOR DISABLED STUDENTS

SDS offers the student with a visual, auditory, learning or mobility control problem Exam Accommodations. Students who require such accommodations for the upcoming finals should contact SDS in H-580, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. or at 848-3525 and in AD-121, 7141 Sherbrooke St. W., Loyola Campus or at 848-3501. Office hours: 9 a.m. to 5 p.m.

##### LACOLLE CENTRE FOR EDUCATIONAL INNOVATION

The Lacolle Centre presents a workshop entitled "Are You On The Road Less Travelled?: A Journal Writing Workshop" Saturday, May 5, from 9:30 to 4:00 p.m. in WG-204, 2480 West Broadway, Loyola Campus. \$50 and on Friday, May 11, "Thinking Critically About Moral and Social Issues" from 9:30 a.m. to 4:00 p.m. \$50. Information: 848-4955.

### UNCLASSIFIED

##### ANALYSING DATA?

Statistician will do. \$28/hour. Call Todd at 931-0745 (Work) or 937-5694 (Home).

##### MOVING?

Truck/Van. Local or Long Distance. 7 days/24hrs. Call Steve at 735-8148.

##### CAP AND GOWN FOR SALE

Black, with velvet trim, designed by E.R. Moore for Cornell Ph.D., suitable for male 6' 2", cap size 7 3/8, worn only about 10 times. Call 845-6920 until 10 p.m.